Reserve Affairs Personnel Management

RAM-2

Road Show Brief

Agenda

- AR Program
- Assignment Process
- Retention
- New Accessions
- Promotions

AR Program Purpose

"To facilitate the integration of the USMCR into the Total Force."

The program is structured to facilitate the mobilization of the USMCR by performing the following functions:

- Organize, prepare and administer policies and regulations affecting the USMCR.
- Training and instructing the USMCR.
- Recruiting and retention for the USMCR.
- Administration of USMCR personnel.

AR Program Mission

“To provide a cadre of well-trained and experienced RC Marines to serve as a critical piece of the Marine Corps’ full-time support to the RC system, in order to facilitate the integration of the Total Force, and assist the AC with their Total Force integration roles and responsibilities.”

RAM-2 Mission

"Effectively manage, assign, and advise Active Reserve (AR) personnel to authorized requirements, in a timely, disciplined manner, with *consistency*, *objectivity*, and *fairness* in the best interest of the Marine Corps with consideration to the needs of the individual Marine"

Assignment Process

Assignment Process

Key References

MCO 1001.52J (Active Reserve Order)

MCO P1900.16F (Separations/Retirement)

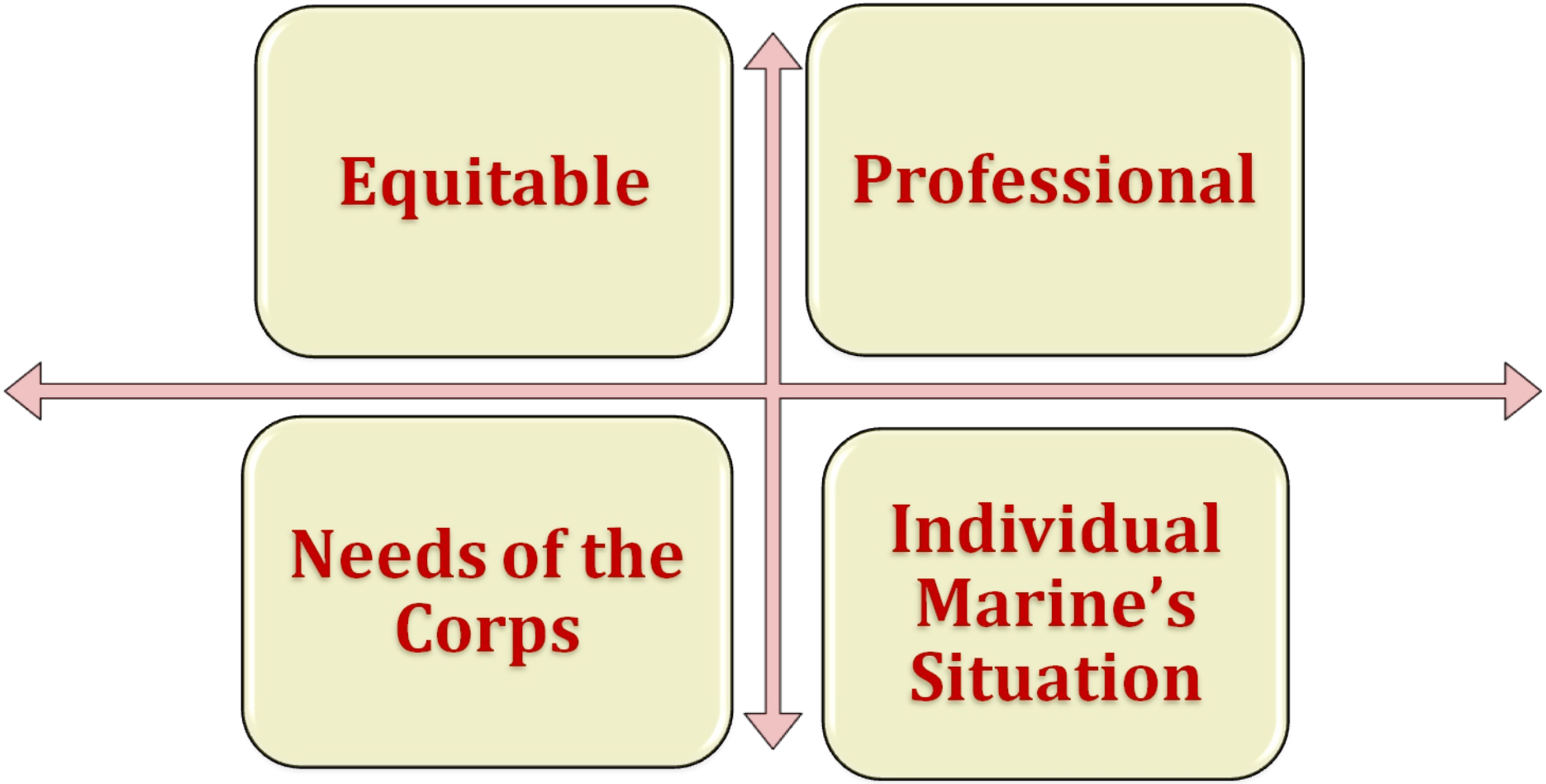
MCO 5320.12G (Staffing Precedence)

MCO P1300.8R (Personnel Assignment Policy)

MARADMIN 519/11 (AR Enlisted Career Force Controls)

Assignment Process

RAM-2 Ethics



Assignment Process

Billet assignments and tour lengths in the AR Program will be made by HQMC (RAM) based on the following priorities (listed in order of precedence):

(1) Needs of the Marine Corps
(2) MOS/billet variety
(3) Availability of the individual
(4) Seniority
(5) Individual preference

<u>COMMUNICATION</u>

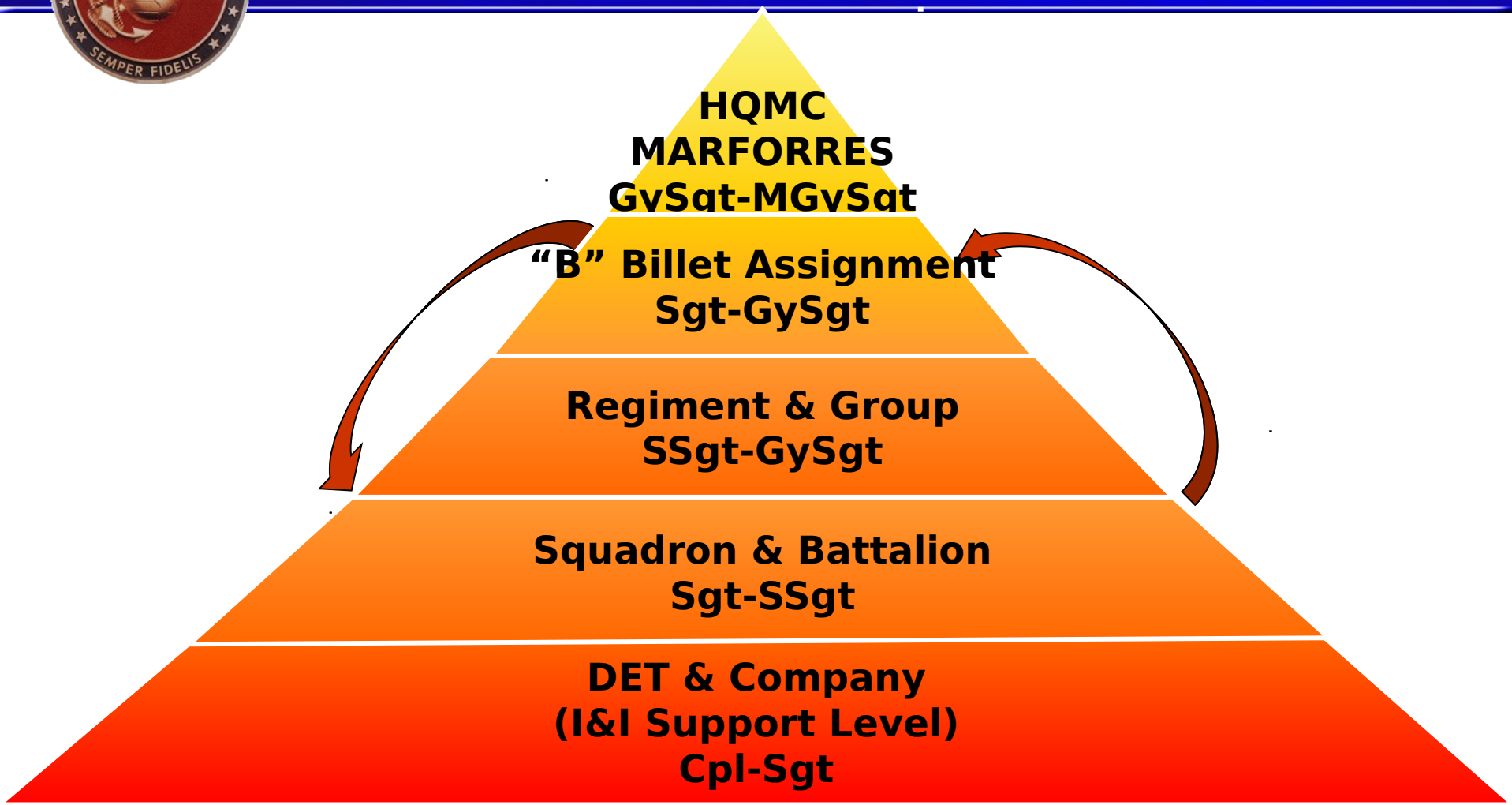
(via phone call/interview/email) with your monitor is *HIGHLY* encouraged during this

Assignment Process

HQMC (RAM-2) will make assignments for all enlisted personnel. A standard tour of duty at each location is considered *36* months .

***Note: The needs of the AR Program and management of grade-shaping requirements may necessitate**

Assignment Process



Assignment Process

“B” Billet Assignment (204)

- 8411 (81 Billets)
  - PRIOR SERVICE RECRUITER
- 0911 (6 Billets)
  - DRILL INSTRUCTOR
- 0913 (57 Billets)
  - MARINE COMBAT INSTRUCTOR
- 8711 (7 Billets)
  - TRAINING CHIEF
- 8014 (53 Billets)
  - ENLISTED DESIGNATED BILLETS (STAFF BILLETS)

STANDARD 3 YEAR TOUR, THEN RETURN TO PMOS

Assignment Process

Challenges

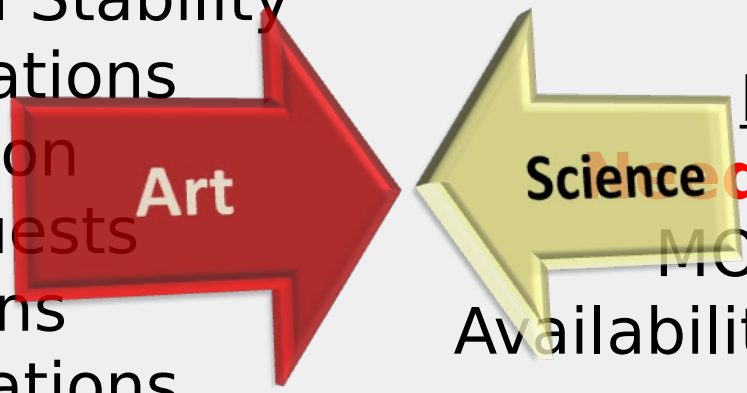
- **Exceptional Family Member Program**
  - ***Ensures that Marines with EFM's are assigned to duty stations where services exist to support the EFM's needs.***
- **Humanitarian Attachment/Assignment/Transfer/Discharge**
  - ***Attachment means less than 6 months (PTAD).***
  - ***Transfer is 36 months or less.***
  - ***Discharge is for hardships that exceed 36 months.***
  - ***Issued RE-3O, ineligible for reenlistment.***
- **Dual Service Spouse**
  - ***Coordination***
  - ***AR Limitations***

Assignment Process

Art and Science

Monitor

Balanced & Professionally Competent Corps
Unit & Individual Stability
Safety Considerations
Career Progression
Command Requests
Career Aspirations
Family Considerations
Duty Station Preference
Burden Sharing
MOS Experience
Performance



MCO P1300.8R

Needs of the Corps

MOS / Billet Variety
Availability of the Marine
Seniority
FSRG/AVPLAN
TOECR
Assigned Staffing Requirements (ASR)
Aviation Plans

Assignment Process

Communication

HELP US HELP YOU!

- ✓ **Notify Monitor of:**
  - **IA Billet Assignment**
  - **Dual Service Spouse**
  - **Medical/Legal Hold**
- ✓ **Utilize Stabilization Messages**
- ✓ **Submit Timely Reenlistment Requests/ Correspondence**
- ✓ **All official request's will be submitted through the Command Automated Message Handling System (AMHS)**

Assignment Process

Five Stages of "Woe is me."

DENIAL
ANGER
BARGAINING
DEPRESSION
ACCEPTANCE
"But I'm a west coast Marine?!"
"I just got a job / enrolled in school / bought a house?"
"But this is my twilight tour!"
"I've done everything the Marine Corps ever asked of me!"
"The School's SUCK there!" "I have two ex-wives there!"
"I'll have a third ex-wife if I have to move there!"
"I'm going to augment to active duty (the Army; the Navy. . .)"
to stay and lock the doors."
"Everyone else always gets what they want!"
"My wife has a really good job here."
"Why do I have to go?"
"How soon can I leave?"

Assignment Process

Retention

Retention

Career Designation

"Marines who have been approved for Career Designation may earn an Active Duty military retirement after a minimum of 20 years of active federal military service provided they remain competitive for advancement."

Career Designation must be REQUESTED:

- ✓ **After completing initial tour (minimum 30 months on station)**
- ✓ **In conjunction with Reenlistment/Extension request**
- ✓ **Must Hold Career Force MOS**

*****Marines who are not accepted for Career Designation will be*** released from active duty at their EAS.**

Retention

Reenlistment

- **Initial Tour Enlisted AR Marines:**
  - **Submit for reenlistment after 30 months on initial tour**
  - **Request for Career Designation**
  - **Submit request via TFRS**

- **Career Designated Enlisted Marines:**
  - **Submit for reenlistment 12-6 months prior to EAS**
  - **Submit request via TFRS**

Retention

Reenlistment

- **Career Designated Marines refusing to extend or reenlist to execute orders will be issued an RE-3O reenlistment code and their EAS will be set to the reporting date of the orders.**
  - **Marines assigned this code are not eligible for promotions, reenlistment, Commissioning or Warrant Officer Programs, Special Education Programs, or separation pay.**

Retention

Release from the Active Reserve Program

- **Conditional/Early Release:**
  - **Request must be submitted within 6 months of your EAS.**
  - **Return to active component, Inter-service transfer, officer commissioning programs.**

- **Unsatisfactory Performance or Misconduct:**
  - **Regardless of Career Designation; Marines may be denied continued service in the AR program if their record reflects unsatisfactory performance or misconduct. All Marines must remain competitive for advancement.**

Retention

Release from the Active Reserve Program

Service beyond 20 years is based on the needs of the AR Program.

Service Limits:

Total Service	Active Duty (AFADBD)	(PEBD)
Master Gunnery Sergeant	30 years	30 years
Master Sergeant	27 years	30 years
Gunnery Sergeant	22 years	30 years
Staff Sergeant	20 years	30

Retention

Retirement Eligible AR Marines

- **MAY** be granted service beyond 20 years in 24 month increments based on the needs of the AR program.

- Must submit for retirement coinciding with the end of their EAS. Once the request is submitted, HQMC (RAM) will approve retirement or offer continued service based on needs of the AR program.

Retention

Retirement Eligible AR Marines

- Marines desiring to retire must submit a request to retire 4 to 14 months prior to their requested date.

- Failure to submit for retirement no later that 4 months prior to their EAS may result in the Marine being released from the AR program and not retired.

- Terminal Leave - plan ahead as back fills are not guaranteed to cover terminal

New Accessions

New Accessions

New Accessions

- **Marines interested in applying for the AR Program must see the local Prior Service Recruiter (PSR).**
- **Marines accepted will be sent a Letter of Acceptance identifying MOS, Billet, Location, Rank, and Date of Rank.**
- **HQMC (RAM) will normally issue orders within 30 days of receipt of the signed acceptance endorsement.**

New Accessions

New Accessions

- **Initial assignments are 48 months.**
- **Marines approved for accession and a lateral move will be provided funding for training from HQMC (RAM) for retraining.**
- **<u>Failure</u> to attend or complete required MOS training within 12 months of accession <u>MAY</u> result in early release from the AR Program.**

New Accessions

Rank and Date of Rank Adjustment

- **A Marine's rank and/or date of rank will be adjusted depending on the member's active duty service and AR Program targeted active duty years.**

- **Adjustments are made in order to properly shape the AR enlisted inventory and to improve promotion opportunities by minimizing adverse impact on current AR Marines.**

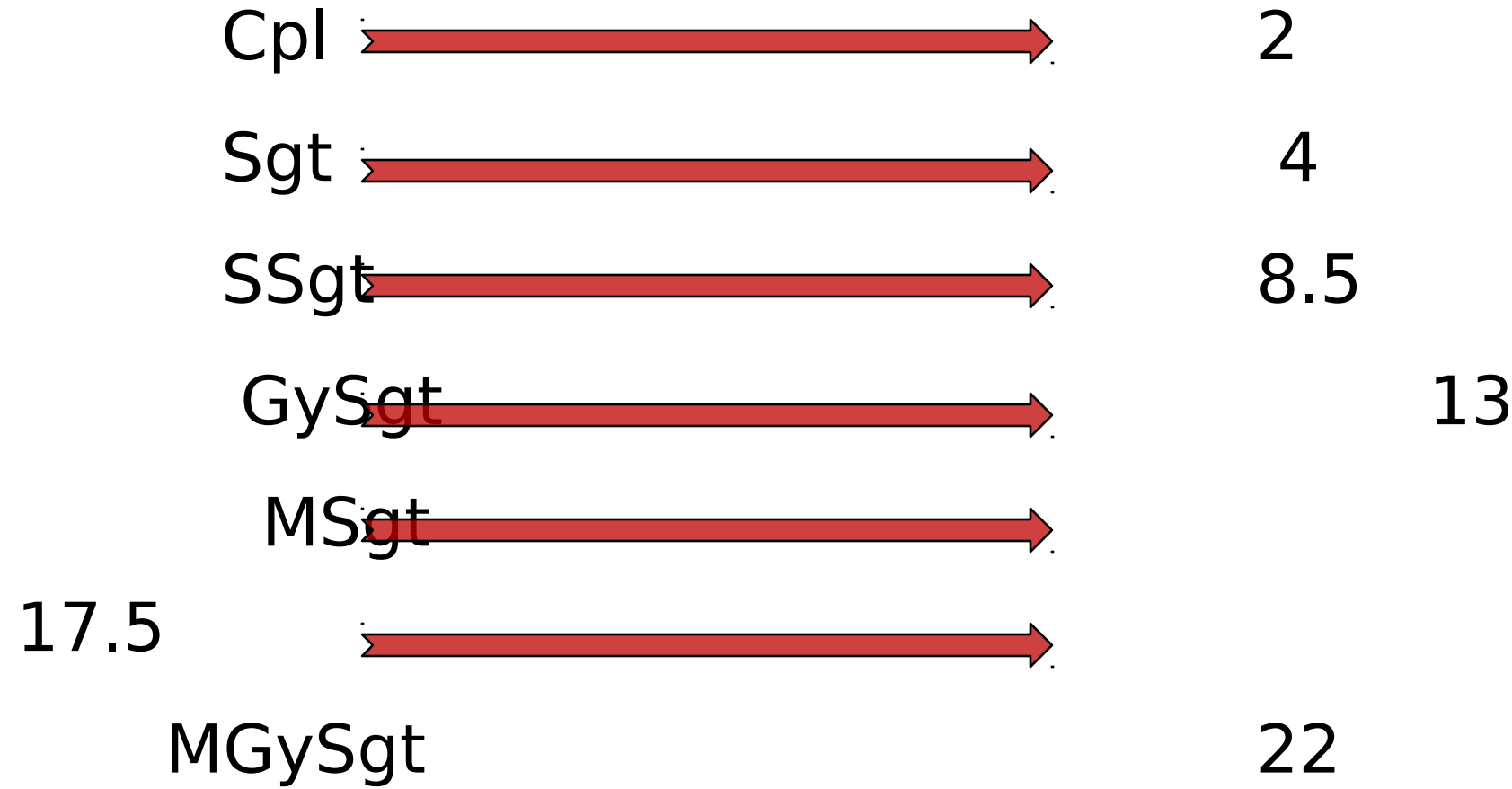
Promotions

Promotions

- **AR Marines compete against other eligible AR Marines in their MOS/CMOS.**
- **AR enlisted promotions are requirement-driven based on known and forecasted vacancies.**
- **NCO promotions are conducted quarterly (January, April, July and October).**
- **Limited Tour Marines compete for promotion within the SMCR.**

Promotions

Targeted Promotion Opportunities



Zones are Managed by Reserve Affairs Policy (RAP)

Promotions

Non-Selection

- **Career Designated AR Sergeants who twice fail selection to the next higher grade will be released from the AR Program no later than the first day of October following approval of the results of the selection board.**

- **Sergeants who twice fail selection to the next higher grade can request reenlistment or extension in the Marine Corps Reserve (SMCR/IMA/IRR) provided that they have not reached service limits.**

- **SNCO's with two or more passes will be**

MSgt Hunter

Enlisted 0111 Administration Manning

CMOS	# MOS's	# Billets
0111	1	492

Structure

CMOS	E4	E5	E6	E7	E8	E9
0111	108	214	117	71	26	6

GySgt Smith

Enlisted Ground Monitor

0200 thru 2100's

CMOS	# MOS's	# Billets
0291	1	37
0369	4	33
0411	1	53
0491	4	52
0699	6	61
1169	5	18
2181	3	53
8412	1	40

GySgt Smith

CMOS	E4	E5	E6	E7	E8	E9
0291	0	18	11	6	2	0
0369	0	32	20	11	4	1
0411	0	28	19	10	2	0
0491	0	29	18	11	3	1
0699	0	30	20	12	4	1
1169	0	9	6	3	1	0
2181	0	29	18	11	3	1
8412	0	0	0	26	11	3

MSgt Williamson

Enlisted Ground Monitor

3043 thru 5711

CMOS	# MOS's	# Billets
3043	2	168
3051	1	27
3451	1	19
3529	2	66
3537	5	29
4821	1	64
5711	1	25

MSgt Williamson

CMOS	E4	E5	E6	E7	E8	E9
3043	37	68	42	25	10	3
3051	0	15	9	5	1	0
3451	0	10	5	3	1	0
3529	0	34	23	13	4	1
3537	0	17	9	6	1	0
4821	0	33	21	14	4	1
5711	0	14	9	4	1	0

MGySgt Huffman

Enlisted Aviation Monitor

6000 thru 7041

CMOS	# MOS's	# Billets
6019	20	223
6046	1	30
6276	2	21
6391	7	42
6591	3	50
6672	1	35
7041	1	36

MGySgt Huffman

CMOS	E4	E5	E6	E7	E8	E9
6019	41	92	62	36	14	3
6046	0	16	8	5	1	0
6276	0	10	6	4	1	0
6391	0	21	15	9	2	0
6591	0	26	17	11	2	0
6672	0	20	12	8	1	0
7041	0	19	10	7	2	0

Additional Billets

SDA

GySgt Smith

0911 Drill Instructor - 6 Billets

8411 Prior Service Recruiter - 81 Billets

0913 Marine Combat Training Instructor - 57 Billets

Non-PMOS Billets

MSgt Williamson

8711 Training Chief Billets – 7 Billets

8014 Staff Billets - 53 Billets

Questions?

0111 Monitor . . . . . MSgt John Hunter 703-784-0529

0200-2100 & SDA Monitor. . . . . .GySgt Sylvester Smith 703-784-0526

3000-5700 Monitor. . . . . .MSgt Nichol Williamson 703-784-0528

6000-7041 Monitor. . . . . .MGySgt David Huffman 703-784-0527

OIC & CWO/WO Monitor . . . . . .CWO4 Zimmerman 703-784-0530